



Sexual Harassment

A variety of BEHAVIORS

VISUAL	VERBAL	WRITTEN	TOUCHING	POWER	THREATS	FORCE
<ul style="list-style-type: none"> - Ogling - Staring - Posters - Magazines - Flyers 	<ul style="list-style-type: none"> - Requests for dates - Questions about personal life - Lewd comments/jokes - Whistling 	<ul style="list-style-type: none"> - Love letters - Obscene letters - Cards - Notes 	<ul style="list-style-type: none"> - Violating space - Patting/grabbing - Pinching - Caressing - Kissing 	<ul style="list-style-type: none"> - Relationships - Using position to request dates, sex, etc. 	<ul style="list-style-type: none"> - Quid pro quo - Demands - Loss of job - Selection process 	<ul style="list-style-type: none"> - Rape - Physical assault

A variety of CONDITIONS

- Individual perceptions, experiences, and interpretations influence a person's concept of sexual harassment
- Sexually harassing behaviors may or may not be illegal and may range from policy violations to unlawful activity
- Behaviors may be a hostile or "quid pro quo" (something for something) environment
- Can occur between the opposite sex and (or) same sex, depending on the circumstances
- May often occur between peers or coworkers or by supervisors directing behaviors at subordinates
- May occur on or off duty

A variety of RESOLUTIONS

- Confront the behavior, talk with the offender, discuss the impact of the behavior, and ask him or her to stop immediately
- Ask another person, coworker, or friend to accompany you to confront the offender
- Document the behavior, including date, time, events, etc.
- Inform your supervisor; ask him or her to intervene or help you get your concerns into proper channels
- Use the chain of command--the primary and preferred channel for identifying and correcting sexual harassment
- Contact your equal opportunity office or other support agency